

## **Terms of New Collective Bargaining Agreement between the County of Hudson and PBA Local 109**

### **Term:**

Six year contract effective January 1, 2004 through December 31, 2009. The County and PBA 109 agree to reopen negotiations on January 1, 2008 on the sole issue of health benefits.

### **Salary:**

Effective January 1, 2004 through June 30, 2004 - 2%.

Effective July 1, 2004 through December 31, 2004 - 2%.

Effective January 1, 2005 through June 30, 2005 - 2%.

Effective July 1, 2005 through December 31, 2005 - 2%.

Effective January 1, 2006 through December 31, 2006 - 4%.

Effective January 1, 2007 through December 31, 2007 - 4%.

Effective January 1, 2008 through December 31, 2008 - 4%.

Effective January 1, 2009 through December 31, 2009 - 4%.

For the contract year January 1, 2009 through December 31, 2009, the starting salary for Corrections Officers will not be increased and shall remain at the 2008 starting salary.

### **Longevity:**

There will be a one time only increase of one hundred dollars (\$100) to the schedule set forth in Article XV, Longevity.

### **Overtime:**

A rotating list shall be used for the distribution of voluntary overtime in Article XXIV.

### **Retirement Leave:**

Article XX, Section 1 is modified to provide that retirement leave payment is calculated at the rate of one day for each two days with a maximum not to exceed \$10,000.

**Clothing Allowance and 5/2 Schedule:**

All references to the 5-2 additional compensation roll in pay will be removed from the collective bargaining agreement.

All references to clothing allowance being rolled into pay will be removed from the collective bargaining agreement.

**Funeral Leave:**

Article IV, section 4 of the collective bargaining agreement is deleted. Funeral leave cannot be used for an aunt or uncle. However, a Corrections Officer may use personal day leave, vacation leave or sick leave to attend the funeral of an aunt or uncle.

**Sick Leave:**

Article XII is modified to provide that Corrections Officers who leave work sick without completing a full work day will only get paid for the actual time worked. The remaining time not worked will be charged against the officer's sick leave.

Modify the overtime provision to include a new section: Effective 1/1/07, after the fifth sick day in a calendar year, sick leave shall not count as hours worked for overtime purposes in accordance with the Fair Labor Standards Act. Presently the employees work a 40 hours work week.

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**BOARD OF CHOSEN FREEHOLDERS  
COUNTY OF HUDSON  
RESOLUTION**

No. 483-11-2006

On Motion of Freeholder Liggio

Seconded by Freeholder Dublin

**RATIFYING TERMS AND CONDITIONS OF A MEMORANDUM OF AGREEMENT  
WITH PBA LOCAL 109-RANK AND FILE, CORRECTIONS OFFICERS  
JANUARY 1, 2004 TO DECEMBER 31, 2009**

**WHEREAS**, the County Executive, Thomas A. DeGise, has negotiated the attached Memorandum of Agreement with PBA Local 109-Rank and File, Corrections Officers for the period January 1, 2004 to December 31, 2009; and

**WHEREAS**, negotiated changes are set forth below and, as more specifically enumerated in the Memorandum itself, which is appended hereto and made part hereof as if set forth at length; and

**WHEREAS**, there will be a two (2%) percent salary increase on January 1 and June 30, 2004, a two (2%) percent increase on January 1 and June 30, 2005 and a four (4%) percent increase on January 1, 2006, January 1, 2008 and January 1, 2009; and

**WHEREAS**, the starting salary for 2009 will remain the same as 2008; and

**WHEREAS**, there will be a One Hundred (\$100.00) Dollar one-time increase in the longevity pay steps; and

**WHEREAS**, as of January 1, 2007, after the 5<sup>th</sup> sick day in a calendar year, sick leave shall not count as hours worked for overtime purposes in accordance with the Fair Labor Standards Act; and

**WHEREAS**, funeral leave for an aunt and uncle will no longer be allowed, but the Corrections Officer may use Personal Leave, Vacation Leave or Sick Leave to attend the funeral of an uncle or aunt; and

**WHEREAS**, at retirement, accumulated sick leave will be paid at one day for each two days unused with a cap of \$10,000.00; and

**WHEREAS**, all other terms and conditions between PBA Local 109 and Hudson County remain the same for the length of this Agreement.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Chosen Freeholders of the County of Hudson, that:

1. The aforesaid recitals are incorporated herein as though fully set forth at length.
2. The aforesaid Agreement which is reflected in a Memorandum now on file in the Office of the Clerk to this Board, is hereby approved and ratified.
3. This resolution shall take effect immediately.

Freeholder	Aye	Nay	Abst	N.P.	Freeholder	Aye	Nay	Abst	N.P.
Cifelli	✓				O'Dea	✓			
DiDomenico	✓				Rivas				✓
Dublin	✓				Rivera				✓
Fitzgibbons	✓				Vega	✓			
Liggio	✓								

**SOURCE:**

**Finance & Administration**

**RM:gw**

It is hereby certified that at the regular meeting of the Board of Freeholders of the County of Hudson held on the 4 day of NOV, A.D. 2006, the foregoing resolution was adopted with 7 members voting in the affirmative and 0 in the negative.

**APPROVED AS TO LEGAL FORM**

BY: \_\_\_\_\_

**DONATO J. BATTISTA**

\_\_\_\_\_, Clerk